

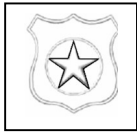


MA CAREER PATH SELECTED RESERVES (SELRES)



Master at Arms (MA) will individually, or as part of a force, be able to conduct security operations in order to defeat Level I and II Threats in near-coast, shore and harbor/port environments. Specifically, the MA will: conduct scalable force protection and security for designated assets and critical infrastructure; provide layered defense in an integrated coastal and landward security environment; provide integrated security capabilities, including mobile and fixed defensive operations in support of Commanders performing Homeland Defense and Expeditionary/Combat Operations, law enforcement, corrections, force protection (afloat and ashore), special events and operations with other services, host nation partners and civil authorities.

YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO PROMOTE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA/ShORE FLOW	TYPICAL CAREER PATH DEVELOPMENT
26-30	MACM	21.1 Yrs	CSEL	N/A	Billet: SEA/SEL/ CMC-SELRES-IA MOB
23-26	MACM MACS	21.1 Yrs 18.3	CSEL	N/A	Billet: SEA/CMC-SELRES-IA MOB LCPO/CMDCS. Duty: NOSC Unit/NECC Command/ CMAA. Qualification: SEA. *NOTE (1) See page 6.
20-23	MACM MACS MAC	21.1 Yrs 18.3 15.1	CSEL	N/A	Billet: SEA/LCPO/CMAA. Duty: NOSC Unit/NCIS/ NECC Qualification: SEA *NOTE (1) See page 6.
16-20	MACS MAC MA1	18.3 Yrs 15.1 10.1	CWO, CSEL	N/A	Billet: NOSC CMAA/Ops LCPO/ TRNG LCPO/LPO. Duty: Unit SEL/LCPO/LPO Qualification: SEA. *NOTE (1) See page 6.
12-16	MACS MAC MA1	18.3 Yrs 15.1 10.1	LDO, CWO, CSEL	N/A	Billet: SEA/Ops/LCPO Training/Instructor/CMAA/LPO/ ALPO/MPI Duty: NOSC CMAA/Unit SEL/UPC/ Unit CC. Qualification: SEA/TRASUP *NOTE (1) See page 6.
8-12	MAC MA1 MA2	15.1 Yrs 10.1 5.7	STA-21, OCS, LDO	N/A	Billet: Unit SEL/Unit LCPO/Ops LCPO/Unit LPO/ALPO. Duty: CMAA/2 nd MOB. Qualification: *NOTE (1) See page 6.
4-8	MA2 MA3	5.7 Yrs 3.1	STA-21, OCS, Naval Academy	N/A	Billet: Asst. UPC/WCS/ Patrolman/ Sentry/ Squad/ Team Member. Duty: Security Watchstander/ Patrolman. Qualifications: UPC Coord. *NOTE (1) See page 6.
1-4	MA3 MASN	3.1 Yrs 1.5	STA-21, OCS, Naval Academy	N/A	Billet: Patrolman/Sentry/Squad/ Team Member. Duty: NOSC Urinalysis Observer/ Security Watchstander/Patrolman/1 st MOB. Qualifications: Sentry PQS/ Patrolman PQS/MA Correspondence Course. *NOTE (1) See page 6.



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YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO PROMOTE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA/SHORE FLOW	TYPICAL CAREER PATH DEVELOPMENT
1 +/-	MASN MASA Accession Training	1.5 Yrs			Recruit Training and MA "A" school. Qualifications: rifle, pistol, non-lethal weapons.

Notes:

1. "A" School is required.

2. Rating NECs:

P01A - Chief Master-At-Arms (CMAA)
P02A - Military Investigator
P03A - Harbor Security Patrol Supervisor
P04A - Harbor Security Boat Training Supervisor (HSB TRASUP)
P05A - Dog Handler
P06A - Kennel Master
P08A - Afloat Corrections Specialist
P09A - Protective Service Specialist
P10A - Nuclear Weapons Security Specialist (NWSS)

NEC Notes:

(1) NEC not applicable to SELRES billets – NEC may be previously earned on Active Component and carried over to Reserve Component affiliation.

3. Promotion boards will be instructed to select the most fully qualified candidates. All Master-At-Arms (MA) must focus on primary duties and qualify to rank and respective TYCOM requirements as quickly as possible. Equally important is maintaining security clearance eligibility, weapons proficiency/ Annual Sustainment Training (AST) and worldwide assignability to meet rating needs.

4. SELRES MA's do not have a typical Sea-Shore Flow. SELRES Community, MAC/MACS/MACM must demonstrate a wide diversity of duties and platforms to gain experience to enhance their abilities to leader at the next higher pay grade.

a. MA Billet Selection. It is imperative our top enlisted personnel have experience in the majority of our Security Force Specialties:

(1) SWFPAC, SWFLANT, TACAMO (VQ Det) assignments. These assignments should be considered career enhancing due to the nature of assets protected and the qualifications required. These tours are counted as a Sea Tour for rotational purposes.

(2) Isolated tours in Souda Bay Crete, Diego Garcia, Bahrain, Deveselu Romania, Poland, Chinhae, South Korea, Military Groups/US Embassy detachments.

(3) Independent Duty Ship tours. (Ensure active involvement with the FCPOA/CPO Mess as appropriate to paygrade and holding a major collateral duty in order to be competitive amongst peers and at the selection boards).

(4) Type 4 forward deployed forces (overseas sea duty)

b. Duty Types. Types of duty offer the potential to attain NEC's and warfare designations. MA's should take advantage of these opportunities to stay competitive for advancement:



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(1) Installation Security. MAs provide security and law enforcement support for the Installation Commanding Officer with the mission of protecting installation. MAs assigned to installations do not have the opportunity to obtain a warfare qualification. NECs 0812, 0814, 2001, 2002, and 9501 are associated with installation security tours.

(2) Harbor Patrol Unit (HPU). MAs assigned to the HPU operate small craft providing point and area security for waterside assets and ports. Additionally, HPUs may conduct High Value Unit (HVV) escorts. MAs assigned to HPUs do not have the opportunity to obtain a warfare qualification. Although not inclusive in all units, MAs assigned to an HPU may be eligible to qualify for the Small Craft Insignia. NEC 0190, 2003, 2004 are associated with HPU tours.

(3) Expeditionary Forces. MAs assigned to the Expeditionary Forces will be assigned to the Coastal Riverine Force (CRF). The CRF absorbed the Maritime Expeditionary Security Force (MESF). CRF is SEA duty. MAs assigned to the CRF may be performing duties in boat operations, Riverine Security Team Operations, aircraft security (RAVEN), embarked security (EST), Joint Terminal Air Controller (JTAC), Visit, Board, Search and Seizure (VBSS) and Intelligence, Surveillance and Reconnaissance (ISR) operations. All MAs assigned to Expeditionary Units must obtain Expeditionary Warfare Specialist (EXWS) within 12 months of assignment. NECs 0812, 0814, 9501 and 0190 are associated with Expeditionary tours. For the SELRES Community, these type of reserve units are great opportunities and should be one platform for a MAC/MACS/MACM.

(4) Strategic Systems Programs (SSP). MAs assigned to this duty type conduct security operation for strategic assets at either Strategic Weapons Facility (SWF) Atlantic or Pacific. MAs assigned to a SWF are regulated by the Personnel Reliability Program (PRP). MAs assigned to this duty type conduct security operations, HPU, or Military Working Dog (MWD) duties. MAs assigned to SWF do not have the opportunity to obtain a warfare qualification. MAs assigned to SWF are authorized to wear Enlisted Nuclear Weapons Security (NWS) Breast Insignia after maintaining PRP certification for 12 months and after qualification in the highest watch station commensurate with their pay grade. NECs 0812, 0814, 9501, 0190, 2010 are associated with SSP tours.

(5) TACAMO (VQ Squadrons). MAs assigned to this duty type conduct security operation for strategic aircraft. MAs assigned to TACAMO are regulated by the PRP. VQ 3 with UIC 55154 and VQ 4 with UIC 42065 are considered sea duty for MAs. Other VQ detachments are considered shore duty. MAs assigned to VQ may have the opportunity to qualify Enlisted Aviation Warfare Specialist (EAWS).

(6) Afloat Security. MAs in this duty type conduct in port and underway security and law enforcement operations onboard LHA, LHD and CVNs. MAs may be used for security operations, ATFP, investigations, brig operations and training for the Ship's Self Defense Force. All MAs assigned to this duty type have the opportunity to qualify as Enlisted Surface Warfare Specialist (ESWS). All Sailors must qualify ESWS within a predetermined timeframe established by the member's command not to exceed 30 months from receipt at the command. MAs assigned to this type of duty may also have the opportunity to qualify as EAWS. NECs 2001, 2002, 2008, and 9501 are associated with afloat security tours.

(7) Chief Master-at-Arms (CMAA). MACSs are normally assigned to LPDs. MAIs are normally assigned to CG's and DDG's. These MAs manage the ATFP program, train and qualify the Ship's Self-Defense Force, conduct investigations and perform legal officer functions and assist the Commanding Officer in maintaining good order and discipline. All MAs assigned to this duty type must qualify ESWS within a predetermined timeframe established by the member's command not to exceed 30 months from receipt at the command. NECs 2001 and 9501 are associated with Afloat Independent Duty CMAA tours.

(8) Military Working Dog (MWD). MWDs are assigned to Installation Security, DEVGRU, and Strategic Weapons Facilities. MWD Handlers/ Kennel Masters may also be assigned to Naval Special Warfare units. MAs may be assigned as MWD Handler, MWD Trainer, Kennel Master or perform Instructor duties. MWD Teams routinely deploy in support of overseas contingency operations, Presidential/ Head of State missions and other VIP/ special event missions. Duty type for MWD Handlers is commensurate with the unit to which they are assigned. Duty rotation operates as a CONUS-OCONUS (or INUS/OUTUS) rotation. Since this is a closed loop program, MWD Handlers do not have the opportunity for a warfare qualification. NEC 2005 or 2006 is required for MWD



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tours. Warfare qualifications are available only at shipboard/sea-going commands (ESWS and EAWS) and Type 2 or 4 designated NECC/ Naval Special Warfare (EXWS and EIWS) commands. For the SELRES community unless you are coming off active duty, there is little to no opportunity in the MWD program.

(9) Protective Service Detail (PSD). MAs within a PSD are assigned to the Naval Criminal Investigative Service (NCIS). MAs conducting PSD missions provide protection for designated High Risk Personnel (HRP). These duties include site surveys, planning, and pedestrian/vehicle security. MAs assigned to PSD missions do not have the opportunity for a warfare qualification. NEC 2009 is required for PSD tours. For the SELRES community this is a special program the MAs are individually screened and selected for these types of missions. SELRES MAs are encouraged to apply for mission critical billets when there is opportunity.

c. Other Tours. In addition to the main duty types, MAs conduct duties that support the NSF, the fleet and other commands. These tours are diverse in nature and are considered SHORE DUTY.

(1) Instructor Duty. MAs are assigned to CENSECFOR and other training centers as instructors. This duty is considered vital to the sustained health of the Naval Security Force (NSF). MAs assigned to Instructor Duty have the opportunity to qualify as a Master Training Specialist.

(2) Staff Duty. MAs are assigned to various TYCOM, FLEET, COCOM and other staffs. These MAs primarily conduct antiterrorism (AT) planning and assessments of subordinate units.

(3) Training and Assessment Teams. STAAT is a subordinate unit within the Naval Criminal Investigative Service (NCIS). MAs assigned to STAAT conduct port, installation and airfield vulnerability assessments to assist Fleet Commanders in anti-terrorism efforts. STAAT also provides Military Working Dog Program assessments and provides Mobile Training Teams for installation security while assisting CNIC with installation certification of security forces. Personnel assigned to STAAT do not have the opportunity for a warfare qualification. MAs assigned to STAAT may be eligible for Master Training Specialist (MTS) and are required to hold the 9501 NEC. CNIC Training and Assessment Teams conduct inspections and certifications on the Navy Security Forces of Navy Installations.

(4) Independent Duty Master at Arms (IDMAA). MACSs and MACs may be assigned as IDMAA to Transient Personnel Units, Nuclear School house billets, NAVIDFOR facilities or imbedded in certain deployable units such a Special Warfare or Seabee Battalions. In these billets, the IDMAA will have a variety of roles similar to the CMAA on ships. NECs 2002, 9501, and 90CS are associated with IDMAA tours.

5. Additional certifications available to MAs:

Small Arms Instructor	NEC 0812 (SELRES)
Crew Served Weapons Instructor	NEC 0814 (SELRES)
Chief Master-at-Arms	NEC 2001
Command Investigator	NEC 2002 (SELRES)
Harbor Security Patrol Supervisor **	NEC 2003
Harbor Security Boat Training Supervisor **	NEC 2004
Military Working Dog Handler	NEC 2005
Military Working Dog Kennel Master	NEC 2006
Corrections Specialist (Brig Afloat)	NEC 2008
Protective Service Specialist	NEC 2009
Nuclear Weapons Security Specialist (NWSS)	NEC 2010
Anti-terrorism Training Supervisor	NEC 9501 (SELRES)
Force Protection Boat Coxswain	NEC 0190
Master Training Specialist	No awarded NEC
Military Customs Inspector	No awarded NEC
RAVEN	No awarded NEC
VBSS	No awarded NEC
ATO Level 2	No awarded NEC



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SPED (Security Professional Education Development program is the Department of Defense initiative to professionalize the security workforce).

** New developments; NEC 2003 was established in order to identify Master-at-Arms who possess Harbor Patrol Unit (HPU) experience, and training required for assignment to a HPU. Personnel possessing the 2003 NEC are responsible for the tactical operation and training conducted within the HPU. NEC 2004 HSB TRASUP is responsible for the planning, oversight, accessing and training of Force Protection Boat Coxswains at HPUs.

6. If attached to a NECC command, member should obtain a Warfare Qualification if time permits.
7. MA's should try to obtain NEC's when attached to NECC Units, Commissioned Unit and NSF Installations. However, most RC MA's may never have the opportunity to pursue a NEC throughout their career due to belonging to small NOSC units.
8. All or a vast majority of RC MA's should obtain at a minimum their Sentry PQS, Urinalysis Program Coordinator (UPC) Certification and complete the MA Correspondence Course through NETC. Members of NSF Units who obtain NEC's as CMAA, CFL's, CCC's and SAMI should be looked favorably upon for advancement.
9. In addition to the above career path, a MA is advanced due to their proven leadership, performance, and qualifications.
10. SELRES MA working as civilian law enforcement/corrections officers experience may be taken into account based on skillsets and civilian rank equivalent to the MA's career path matrix.

Considerations for advancement from E6 to E7

- Prior to selection for E7, candidates should successfully complete one of the following: LPO tour, Watch Commander, Mission Commander, Area Supervisor, AT Planner, Trainer, etc. for a minimum of 12 months and have leadership bullets indicating this in their evaluations.
- Candidate shall have the following qualifications: Sentry PQS and UPC Certification.
- Excelling in primary duties. Sailors excelling under their lead (SOQ, JSOQ, BJOQ).
- Evaluation Block 39 should be rated at 4 or higher in the narrative.
- For Senior MA1s they should have the following qualifications demonstrating technical expertise and leadership: Patrolman and Watch Commander.
- Shall have earned a warfare pin if assigned to a warfare platform, if time and availability permits.
- Should have continued professional development, i.e. attending military schools, college courses, completing correspondence courses (Professional Military Education (PME)/Senior Enlisted Joint Professional Military Education (SEJPME)).
- Command Collateral duties with documented impact.
- First Class Petty Officer Association (FCPOA) with strong involvement and documented impact. Special consideration should be given to those in leadership positions.
- SAILOR 360 with strong involvement and documented impact. Special consideration should be given to those in leadership positions.

Considerations for advancement from E7 to E8

- Prior to selection for E8, candidate should successfully complete a LCPO tour for a minimum of 12 months or success in high profile position for paygrade, i.e. Assistant Security Officer, serving as CMDCM/CMDCS in incumbent's absence, etc.
- Excelling in primary duties. Sailors excelling under their lead (SOY, JSOY, BJOY).
- Shall have earned a warfare pin if assigned to a warfare platform, if time and availability permits.
- Completion of an IA mobilization serving as an Operations/Department/Section/Military Investigator-LCPO



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- Should have continued professional development, i.e. attending military schools, college courses, completing correspondence courses, SEJPME/Primary PME (PPME), Senior Enlisted Academy (any service), Academic achievements and degrees earned
- Command Collateral duties with documented impact.
- Chief Petty Officer Association (CPOA) with strong involvement and documented impact. Special consideration should be given to those in leadership positions
- CPO Initiation with strong involvement and documented impact. Special consideration should be given to those in leadership positions.
- SAILOR 360 with strong involvement and documented impact. Special consideration should be given to those in leadership positions.

Considerations for advancement from E8 to E9

- Prior to selection for E9, candidate shall successfully complete a LCPO/SEL/SEA tour for a minimum of 12 months or success in high profile position for paygrade, i.e. Assistant Security Officer, serving as CMDCM/CMDCS in incumbent's absence, etc.
- Senior Enlisted Academy or other service equivalent (required)
- Excelling in primary duties. Sailors excelling under their lead (SOY, JSOY, BJOY).
- Shall have earned a warfare pin if assigned to a warfare platform, if time and availability permits.
- Completion of an IA mobilization serving as an Operations/Department/Section/Military Investigator-LCPO
- Should have continued professional development, i.e. attending military schools, college courses, completing correspondence courses, PPME/SEJPME, Senior Enlisted Academy (any service), Academic achievements and degrees earned
- Command Collateral duties with documented impact.
- CPOA with strong involvement and documented impact. Special consideration should be given to those in leadership positions.
- CPO Initiation with strong involvement and documented impact. Special consideration should be given to those in leadership positions.
- SAILOR 360 with strong involvement and documented impact. Special consideration should be given to those in leadership positions.

Commissioning/Other Special Programs:

a. CWO Program - provides a commissioning opportunity to qualified senior enlisted personnel. CPO (E7 through E9), including E6 personnel, when notification has been received by the CO that the individual is a selectee for CPO or that advancement to CPO has been authorized, and serving on active duty or as a member of the Ready Reserve in a drilling unit (pay or non-pay) for inactive duty applicants. An E6 selection board eligible for E7 may apply for LDO.

711X. . . Boatswain (Surface)
712X. . . Operations Technician (Surface)
713X. . . Engineering Technician (Surface)
715X. . . Special Warfare Technician
716X. . . Ordnance Technician (Surface)
717X. . . Combat Craft Technician
781X. . . Crypto Warfare
782X. . . Information Systems
783X. . . Intelligence Technician

b. LDO Program - provides a commissioning opportunity to qualified senior enlisted personnel (and CWOs). Active duty personnel must have completed at least 8, but not more than 16 years of active Naval Service. SELRES must have at least 8, but not more than 16, years of Total Qualifying Federal Service.

623X. . . Engineering/Repair-Submarine



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626X. . . .Ordnance-Submarine
628X. . . .Electronics-Submarine
629X. . . .Communications-Submarine
633X. . . .Aircraft-Maintenance
641X. . . .Administration
649X. . . .Security
653X. . . .Civil Engineer Corps

c. Naval Academy - The U.S. Naval Academy (USNA) is seeking top performing, energetic male and female Sailors and Marines, active and reserve, who have demonstrated strong leadership for admission to the Naval Academy. Among each USNA class is a corps of prior-enlisted Sailors and Marines who infuse peer-level fleet experience into the Brigade of Midshipmen. Applicants must not have passed their 23rd birthday on 1 July of the year of admission to USNA.

d. STA-21 Commissioning Program - a commissioning program that provides an excellent opportunity for highly motivated active duty enlisted personnel in the Navy or Navy Reserve, including FTS, SELRES, and Navy Reservists on active duty to complete requirements for a baccalaureate degree and earn a commission in the URL, NC, SC, MC, CEC, special duty officer (Intel), special duty officer (IW, formerly Cryptology), SWO IP/IW/ED/OCEANO options, or HR officer. Individual option programs may have additional requirements and specific restrictions.

Pilot Option-Must be at least 19 years old and not have passed their 32nd birthday upon commissioning.

Naval Flight Officer Option-Must be at least 19 years old and not have passed their 32nd birthday upon commissioning.

Surface Warfare Officer Option-Must be able to complete degree requirements and be commissioned prior to age 31. Waivers beyond age 31 will not be considered.

Special Duty Officer (Information Professional) Option-Must be at least 18 years old and be able to complete degree requirements and be commissioned prior to 35th birthday.

Nuclear (Submarine and Surface) Option-Candidates must begin coursework at their STA-21(N) university prior to the completion of eight years of military service. Must complete degree requirements and be commissioned prior to their 31st birthday. Age waivers may be approved on a case by case basis.

Special Warfare Option-Must be able to complete degree requirements and be commissioned by age 29. Maximum age limit may be adjusted upward for active service on a month-for-month basis up to 24 months. Waivers beyond 24 months will be considered for enlisted personnel who possess particularly exceptional qualifications, provided they can be commissioned prior to age 42.

Explosive Ordnance Disposal (EOD)-Must be at least 19 years old and be able to complete degree requirements and be commissioned prior to 30th birthday. Maximum age limit may be adjusted upward for active service on a month-for-month basis up to twenty-four (24) months. Waivers beyond 24 months will be considered for enlisted personnel who possess particularly exceptional qualifications, provided they can be commissioned prior to age 35.

Civil Engineer Corps Option-Must be at least 19 and less than 35 at time of commissioning. For applicants over 35 and less than 42, waivers may be granted by BUPERS-316E with recommendation from NSTC on case-by-case basis.

Nurse Corps Option-Must be at least 18 years old and be able to complete degree requirements and commissioned by age 42.

e. CSEL Program - Command Senior Enlisted Leaders provide leadership and mentorship to the Navy and advise commanders and COs in partnership with the deputy, chief of staff, or executive officer. These duties include the dissemination and promotion of command policy and matters that support mission accomplishment. They also



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uphold and enforce the highest standards of professionalism and integrity, while enhancing active communication at all levels of command through the Department of the Navy.

f. OCS Program - an initial commissioning program for individuals possessing at least a baccalaureate degree from an accredited institution. Selectees for OCS may choose, depending upon individual qualifications, designators within the URL, Restricted Line (RL), and certain staff corps designators.